

ANTI-NEPOTISM

The District recognizes there may be situations in which spouses or other relatives may be qualified for various positions at the District and may be employed by the District at the same time. However, the District does prohibit any preferential treatment toward spouses or relatives or an improper influence impacting a spouse's or relative's terms or conditions of employment. The District does not prohibit the employment of relatives (or domestic partners as defined by Family Code) in the same department, or division/school, with the exception that they shall not be assigned to a regular position within the same department, division/school, or site that has an immediate family member who is in a position to recommend or influence personnel decisions.

Personnel decisions include appointment, retention, evaluation, tenure, work assignment, promotion, demotion, or salary placement of the relative (or domestic partner as defined by Family Code).

Immediate family means spouse, domestic partner as defined by Family Code, parents, grandparents, siblings, children, step-children, grandchildren, and in-laws, or any other individual living in the employee's home.

The District will make reasonable efforts to assign job duties to minimize the potential for creating an adverse impact on supervision, safety, security, college funding, District funding, course or work assignments, or morale, or creating other potential conflicts of interest.

Notwithstanding the above, the District retains the right where such placement has the potential for creating an adverse impact on supervision, safety, security, college funding, District funding, course or work assignments, or morale, or involves other potential conflicts of interest, to refuse to place immediate family members in the same department, division/school, or facility. The District retains the right to reassign or transfer any person to eliminate the potential for creating an adverse impact on supervision, safety, security, or morale, or involves other potential conflicts of interest.

Any potential preferential treatment or improper influence should be reported immediately to the District's Human Resources Department.

References:

Government Code, Sections 12920 et seq. and 1090 et seq.

Family Code, Section 297 et. seq.

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